

**HR/LR General Memo #2014-2**  
Guns in the Workplace  
(Former PERSL #1378 Personal Protection Act)

**Issued** 05/08/2003  
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**Authority** Enterprise Human Resources

**GENERAL GUIDANCE AND INFORMATION**

The Minnesota Citizens' Personal Protection Act of 2003 allows lawful gun owners to carry their firearms anywhere in Minnesota at any time, unless there is a specific law or rule against it.

Certain exceptions exist, however, which allow public entities to prohibit the carrying of guns.

While not required, public employers may adopt a policy prohibiting the following **people** from carrying or possessing guns:

- Public employees, but only when they are working; and
- Students while on the property of public colleges and universities; but
- Even if a public employer or college does put these restrictions in place, they must allow students and employees to lawfully carry or possess guns in parking facilities and in parking areas if they choose to do so.

In addition, guns are always prohibited in the following **places**:

- State buildings within the Capitol Area, other than the National Guard Armory (unless prior consent is received from the Commissioner of Public Safety);
- Courthouses (unless prior consent is received from the sheriff);
- Jails, prisons, and other correctional facilities (unless prior consent is received from the chief executive officer);
- Any state-operated facility or hospital which operates under the authority of the Commissioner of Human Services (unless prior consent is received from the chief executive officer);
- Elementary, middle school, and high school properties, both public and private; and
- Federal facilities

Except as identified above, guns are allowed in all other public facilities and by all other lawful gun owners. Unless specifically identified above, state entities cannot restrict any non-employees (for example, vendors, clients, job applicants) from lawfully carrying guns when they conduct business with the state.

**FORMS AND SUPPLEMENTS**

<b>Contacts</b>	Enterprise Human Resources
<b>Agencies are responsible for:</b>	Developing a policy addressing any agency restrictions on employees carrying or possessing guns while working, as authorized under the Personal Protection Act.
<b>MMB is responsible for:</b>	Ensuring that agencies are aware of their responsibilities and restrictions under the Personal Protection Act.
<b>References</b>	M.S. 624.714, subds. 13 and 18(a), (b), (c), Carrying of Weapons Without Permit M.S. 15B.02 Boundary of Capitol Area

## FORMS AND SUPPLEMENTS

M.S. 243.55 Contraband Articles, Exceptions

M.S. 609.66, subds. 1d and 1g Dangerous Weapons

M.S. 641.165 Contraband Articles Forbidden

18 U.S.C. 930 Possession of Firearms and Dangerous Weapons in Federal Facilities

For a map of the Capitol Area, refer to the Department of Administration webpage:

<http://mn.gov/admin/citizen/buildings-grounds/maps/>